

RESOLUTION NO. 2017-78

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARINA
APPROVING CITY SALARY SCHEDULES FOR FISCAL YEAR 2017/18

WHEREAS, the City Council has already approved salary schedules for all city employees through Memorandum of Understandings (MOU's) with the various bargaining groups and employment agreements; and

WHEREAS, the California Public Employees Retirement System (CalPERS) requires that separate salary schedules must be approved by City Council for Fiscal Year 2017/18.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Marina does hereby:

1. Approve the Salary Schedules for fiscal year 2017/18 (Exhibit A)

PASSED AND ADOPTED by the City Council of the City of Marina at a regular meeting duly held on the 18th day of July, 2017 by the following vote:

AYES, COUNCIL MEMBERS: Amadeo, Morton, O'Connell, Brown, Delgado

NOES, COUNCIL MEMBERS: None

ABSENT, COUNCIL MEMBERS: None

ABSTAIN, COUNCIL MEMBERS: None

Bruce C. Delgado, Mayor

ATTEST:

Anita Sharp, Deputy City Clerk



2017/2018 Salary Table

MEA							
Grade	Grade Type	Effective Date	Step	Amount	Minimum	Maximum	Comments
102 AAI - Administrative Asst II	Hourly	6/27/2016			\$22.2120	\$26.9989	2% Salary adjustment per reso. 2016-18
			A	\$22.2120			
			B	\$23.3226			
			C	\$24.4889			
			D	\$25.7133			
			E	\$26.9989			
105 AT - Account Tech	Hourly	6/27/2016			\$26.2556	\$31.9140	2% Salary adjustment per reso. 2016-18
			A	\$26.2556			
			B	\$27.5685			
			C	\$28.9469			
			D	\$30.3942			
			E	\$31.9140			
110 CSO - Community Services Officer	Hourly	6/27/2016			\$23.6443	\$28.7397	2% Salary adjustment per reso. 2016-18
			A	\$23.6443			
			B	\$24.8265			
			C	\$26.0677			
			D	\$27.3711			
			E	\$28.7397			
115 CLO - COPPS Liaison Officer	Hourly	6/27/2016			\$26.7617	\$32.5290	2% Salary adjustment per reso. 2016-18
			A	\$26.7617			
			B	\$28.0999			
			C	\$29.5048			
			D	\$30.9801			
			E	\$32.5290			
119 CST - Custodian	Hourly	6/27/2016			\$17.5003	\$21.2718	2% Salary adjustment per reso. 2016-18
			A	\$17.5003			
			B	\$18.3754			
			C	\$19.2942			
			D	\$20.2589			
			E	\$21.2718			
120 DCC - Deputy City Clerk	Hourly	6/27/2016			\$29.5806	\$35.9554	2% Salary adjustment per reso. 2016-18
			A	\$29.5806			
			B	\$31.0596			
			C	\$32.6127			
			D	\$34.2433			
			E	\$35.9554			
125 EA - Executive Asst	Hourly	6/27/2016			\$27.1919	\$33.0520	2% Salary adjustment per reso. 2016-18
			A	\$27.1919			
			B	\$28.5515			
			C	\$29.9790			
			D	\$31.4780			
			E	\$33.0520			
160 MCHA - Mechanic Asst	Hourly	6/27/2016			\$20.8715	\$25.3695	2% Salary adjustment per reso. 2016-18
			A	\$20.8715			
			B	\$21.9152			
			C	\$23.0109			
			D	\$24.1614			
			E	\$25.3695			
161 MCH - Mechanic	Hourly	6/27/2016			\$27.9005	\$33.9131	2% Salary adjustment per reso. 2016-18
			A	\$27.9005			
			B	\$29.2954			
			C	\$30.7602			
			D	\$32.2982			
			E	\$33.9131			



2017/2018 Salary Table

MEA (cont.)							
Grade	Grade Type	Effective Date	Step	Amount	Minimum	Maximum	Comments
170 PMT - Permit Technician	Hourly	6/27/2016			\$26.4935	\$32.2029	2% Salary adjustment per reso. 2016-18
			A	\$26.4935			
			B	\$27.8183			
			C	\$29.2090			
			D	\$30.6695			
			E	\$32.2029			
173 PSRT - Police Records Technician	Hourly	6/27/2016			\$21.8224	\$26.5252	2% Salary adjustment per reso. 2016-18
			A	\$21.8224			
			B	\$22.9135			
			C	\$24.0590			
			D	\$25.2620			
			E	\$26.5252			
176 PSRS - Police Records Supervisor	Hourly	6/27/2016			\$25.8458	\$31.4156	2% Salary adjustment per reso. 2016-18
			A	\$25.8458			
			B	\$27.1380			
			C	\$28.4949			
			D	\$29.9197			
			E	\$31.4156			
181 PWI - PW Mtc Worker I	Hourly	6/27/2016			\$20.0612	\$24.3845	2% Salary adjustment per reso. 2016-18
			A	\$20.0612			
			B	\$21.0643			
			C	\$22.1175			
			D	\$23.2234			
			E	\$24.3845			
182 PWII - PW Mtc Worker II	Hourly	6/27/2016			\$22.3031	\$27.1096	2% Salary adjustment per reso. 2016-18
			A	\$22.3031			
			B	\$23.4183			
			C	\$24.5891			
			D	\$25.8186			
			E	\$27.1096			
183 PWIII - PW Mtc Worker III	Hourly	6/27/2016			\$24.5451	\$29.8346	2% Salary adjustment per reso. 2016-18
			A	\$24.5451			
			B	\$25.7722			
			C	\$27.0609			
			D	\$28.4139			
			E	\$29.8346			
185 PWCL - PW Section Crew Lead	Hourly	6/27/2016			\$31.3164	\$38.0654	2% Salary adjustment per reso. 2016-18
			A	\$31.3164			
			B	\$32.8824			
			C	\$34.5265			
			D	\$36.2527			
			E	\$38.0654			
190 RL - Recreation Leader	Hourly	6/27/2016			\$22.1917	\$26.9743	2% Salary adjustment per reso. 2016-18
			A	\$22.1917			
			B	\$23.3014			
			C	\$24.4664			
			D	\$25.6898			
			E	\$26.9743			
195 SP - Senior Planner	Hourly	6/27/2016			\$37.4857	\$45.5640	2% Salary adjustment per reso. 2016-18
			A	\$37.4857			
			B	\$39.3600			
			C	\$41.3280			
			D	\$43.3944			



2017/2018 Salary Table

			E	\$45,5640			
--	--	--	---	-----------	--	--	--



2017/2018 Salary Table

MPFFA							
Grade	Grade Type	Effective Date	Step	Amount	Minimum	Maximum	Comments
210 FFGHT - Fire Fighter	Hourly	11/14/2016	A	\$22.0187	\$22.0187	\$26.7638	9% salary adjustment to offset paying full PERS per resolution
			B	\$23.1196			
			C	\$24.2755			
			D	\$25.4893			
			E	\$26.7638			
220 FENG - Fire Engineer	Hourly	11/14/2016	A	\$24.0439	\$24.0439	\$29.2255	9% salary adjustment to offset paying full PERS per resolution
			B	\$25.2461			
			C	\$26.5085			
			D	\$27.8338			
			E	\$29.2255			
230 FCAPT - Fire Captain	Hourly	11/14/2016	A	\$26.9940	\$26.9940	\$34.3292	9% salary adjustment to offset paying full PERS per resolution
			B	\$28.3436			
			C	\$29.7608			
			D	\$31.2489			
			E	\$32.8113			
			Y	\$34.3292			
POA							
310 PO - Police Officer	Hourly	6/27/2016	A	\$37.7839	\$37.7839	\$45.9264	2% Salary adjustment per reso. 2016-49
			B	\$39.6730			
			C	\$41.6567			
			D	\$43.7394			
			E	\$45.9264			
320 PSGT - Police Sergeant	Hourly	6/27/2016	A	\$42.6271	\$42.6271	\$51.8136	2% Salary adjustment per reso. 2016-49
			B	\$44.7584			
			C	\$46.9964			
			D	\$49.3462			
			E	\$51.8136			
330 PCORP - Police Corporal	Hourly	6/27/2016	A	\$40.6151	\$40.6151	\$49.3678	2% Salary adjustment per reso. 2016-49
			B	\$42.6458			
			C	\$44.7780			
			D	\$47.0170			
			E	\$49.3678			
MMEA							
502 ASM - Accounting Services Manager	Hourly	12/1/2016	A	\$44.2520	\$44.2520	\$53.7886	
			B	\$46.4646			
			C	\$48.7878			
			D	\$51.2272			
			E	\$53.7886			
506 ASM - Airport Services Manager	Hourly	6/27/2016	A	\$39.5951	\$39.5951	\$48.1280	2% Salary adjustment per reso. 2016-73
			B	\$41.5748			
			C	\$43.6536			
			D	\$45.8361			
			E	\$48.1280			



2017/2018 Salary Table

MMEA (cont)							
Grade	Grade Type	Effective Date	Step	Amount	Minimum	Maximum	Comments
510 CBO - Chief Building Official	Hourly	6/27/2016	A B C D E	\$47.4863 \$49.8608 \$52.3537 \$54.9714 \$57.7200	\$47.4863	\$57.7200	2% Salary adjustment per reso. 2016-73
525 EDC - Economic Dev. Coordinator	Hourly	6/27/2016	A B C D E	\$37.4275 \$39.2989 \$41.2638 \$43.3269 \$45.4934	\$37.4275	\$45.4934	2% Salary adjustment per reso. 2016-73
530 HRA - Human Resource Analyst	Hourly	6/27/2016	A B C D E	\$33.6609 \$35.3440 \$37.1112 \$38.9668 \$40.9151	\$33.6609	\$40.9151	2% Salary adjustment per reso. 2016-73
535 HRM - Human Resource Manager	Hourly	6/27/2016	A B C D E	\$44.2538 \$46.4664 \$48.7898 \$51.2292 \$53.7907	\$44.2538	\$53.7907	
560 MA - Management Analyst	Hourly	6/27/2016	A B C D E	\$29.4751 \$30.9489 \$32.4964 \$34.1211 \$35.8273	\$29.4751	\$35.8273	2% Salary adjustment per reso. 2016-73
570 PSM - Planning Services Manager	Hourly	11/21/2016	A B C D E	\$47.4865 \$49.8609 \$52.3539 \$54.9716 \$57.7202	\$47.4865	\$57.7202	Salary adjust. per reso 2016-145
595 SBI - Senior Building	Hourly	6/27/2016	A B C D E	\$34.2973 \$36.0121 \$37.8127 \$39.7034 \$41.6886	\$34.2973	\$41.6886	2% Salary adjustment per reso. 2016-73
MPSMA							
610 FDCH - Fire Division Chief	Hourly	10/3/2016	A B C D E	\$49.9747 \$52.4734 \$55.0971 \$57.8520 \$60.7446	\$49.9747	\$60.7446	5.5% Salary adjustment to offset paying PERS per resolution 2016-134
650 PCOMM - Police Commander	Hourly	10/3/2016	A B C D	\$55.9942 \$58.7940 \$61.7337 \$64.8203	\$55.9942	\$68.0614	5.5% Salary adjustment to offset paying PERS per resolution 2016-



2017/2018 Salary Table

			E	\$68.0614			
--	--	--	---	-----------	--	--	--



2017/2018 Salary Table

Executives							
Grade	Grade Type	Effective Date	Step	Amount	Minimum	Maximum	Comments
800 CM - City Manager	Hourly	1/1/2017	A	\$107.6532	\$107.6532	\$107.6532	3% Salary adjustment per
805 ACM - Assistant City Manager	Hourly	7/1/2016	A	\$90.0000	\$56.4448	\$96.3500	
810 CD DIR - Community Development Director	Hourly	8/23/2016	A	\$76.5000	\$56.4448	\$96.3500	2% salary adjustment per reso - 2016-135 (8/22/16 New Dir. contract \$6000 monthly)
820 FIN DIR - Finance Director	Hourly	10/3/2016	A	\$84.6588	\$56.4448	\$96.3500	3.5% Salary adjustment to offset paying PERS per reso 2016-135
830 FC - Fire Chief	Hourly	10/3/2016	A	\$74.5311	\$56.4448	\$96.3500	4.5% Salary adjustment to offset paying PERS per reso 2016-135
840 PC - Police Chief	Hourly	1/23/2017	A	\$71.4645	\$56.4448	\$96.3500	5% WOC pay
850 REC DIR - Recreation	Hourly	10/3/2016	A	\$63.3603	\$56.4448	\$96.3500	3.5% Salary adjustment to offset paying PERS per reso 2016-135
860 PW Dir/Eng - Public Works Dir/City Engineer	Hourly	10/3/2016	A	\$79.6133	\$56.4448	\$96.3500	Salary adjustment to offset paying PERS per reso 2016-135
Unrepresented							
900 CCM - City Council Mayor	Per Pay Period	1/1/2017			\$115.3800	\$115.3800	
905 CCC - City Council Member	Per Pay Period	1/1/2017			\$92.3100	\$92.3100	
920 GO - Games Official	Hourly	1/1/2017	A	\$20.0000	\$20.0000	\$20.0000	
930 INT - Intern	Hourly	1/1/2017	A B C D E	\$12.8734 \$13.5171 \$14.1929 \$14.9026 \$15.6477	\$12.8734	\$15.6477	
960 MA PT - Mgmt Analyst - PT	Hourly	6/27/2016	A B C D E	\$28.1965 \$29.6066 \$31.0889 \$32.6434 \$34.2765	\$28.1965	\$34.2765	2% wage adjustment per CM
970 RI - Recreation Instructor	Hourly	6/27/2016	C	\$11.5898	\$11.5898	\$12.7776	2% wage adjustment per CM
990 TC - Training Coordinator	Hourly	6/27/2016	A B C D E	\$38.8571 \$40.8000 \$42.8400 \$44.9820 \$47.2311	\$38.8571	\$47.2311	2% wage adjustment per CM

July 12, 2017

Item No. **11a**

Honorable Mayor and Members
of the Marina City Council

City Council Meeting of
July 18, 2017

**CITY COUNCIL CONSIDER ADOPTING RESOLUTION NO. 2017-,
APPROVING CITY SALARY SCHEDULES FOR FISCAL 2017/18**

REQUEST:

It is requested that the City Council:

1. Consider adopting Resolution No. 2017- , approving salary schedules for fiscal year 2017/18.

BACKGROUND:

Previously, the City Council has approved salary schedules for all city employees either through MOU's approved for all bargaining groups or separate employment agreements.

In addition to the salary schedules that have already been approved in the MOU's and employment agreements, the California Public Employees Retirement System (CalPERS) requires that the City Council annually approve a separate salary schedule. Typically, staff tries to have these salary schedules adopted when the budget is approved for the new fiscal year. However, due to some minor cleanups due to rounding errors, these schedules were not ready and were not included with the budget that was recently approved for Fiscal Year 2017/18.

ANALYSIS:

Staff is requesting that the City Council approve the attached salary schedule for Fiscal Year 2017/18 (**"EXHIBIT A"**).

FISCAL IMPACT:

There is no fiscal impact. These salaries have already been approved and are funded in the adopted budget for Fiscal Year 2017/18.

This request is submitted for City Council consideration and possible action.

Respectfully submitted,

Catrina Scharf
Human Resource Analyst
City of Marina

REVIEWED/CONCUR:

Layne Long
City Manager
City of Marina